

Hearsay

"Goals for Growth"

San Francisco Legal Professionals Association



PO Box 2582, San Francisco, CA 94126
www.SFLPA.org



In This Issue...

What Have We Been Up To? Recent Events

Feature: Celebrating Hispanic Heritage!

Feature: Trans History Spotlight - A. Jenkins

Welcome Fall!

By Kate Cochran, Advising Editor

It's fall in the Bay Area, and whether you can't wait to celebrate Orange October and are already digging out the pumpkins and ghost decorations, or are pining for the fleeting days of summer vacations in Maui (or Alaska!), it's a great time to be out and about in beautiful San Francisco and to attend in-person events with SFLPA!

We had a blast at the July 20 Membership Meeting held at Coblenz, where we were honored to listen to the LPI President himself, Rod Cardinale, Jr., share his vision for LPI and feasted on a delicious meal of Mexican food courtesy of a Financial District favorite burrito spot, Chipotle!

We have more fun events on the horizon, like the SFLPA Afternoon Tea on Sunday, October 23, at 1:00 p.m. at Jade Chocolates in San Francisco's historic Chinatown. Don't miss out, RSVP at: <https://www.sflpa.org/events-calendar/>. We can't wait to see you all there and catch up!

San Francisco Legal Professionals Association

2022-2023 Elected Officers



Frances Skaggs, CCLS
President



Leanne Ruesink
Vice President



Lorri Nicolini, CCLS
Secretary



Sally Mendez
Treasurer



Christine Flores, CBA
Governor

Appointed Officers, Chairs & Committee Members

Executive Advisor: May Sene - executiveadvisor@sflpa.org
Parliamentarian: Christine Flores, CBA - governor@sflpa.org
Career Promotion and Scholarship: Felicia Masters - careerscholarship@sflpa.org
CCLS Program: Melissa Dallas, CCLS & Lorri Nicolini, CCLS - ccls@sflpa.org
Chapter Achievement: Christine Flores, CBA - governor@sflpa.org
Education: Frances Skaggs, CCLS Chair & Lillian Wong - education@sflpa.org
Hearsay Advisor: Kate Cochran, Chair - editor@sflpa.org
Interclub: Lillian Wong, Chair - interclub@sflpa.org
Legal Procedure: Danya Gonzales, Chair - legalprocedure@sflpa.org
Membership: Leanne Ruesink - membership@sflpa.org
Professional Liaison/Day-in-Court: Lillian Wong, Chair - dayincourt@sflpa.org
Programs: Lillian Wong, Interim Chair & Kristen Craig-Reed - program@sflpa.org
Ways & Means: Lillian Wong, Chair & May Sene - waysandmeans@sflpa.org
Website: Kristen Craig-Reed, Chair - website@sflpa.org

Open Positions:

Programs, Hearsay Committee, Social Media & Public Relations



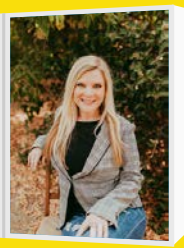
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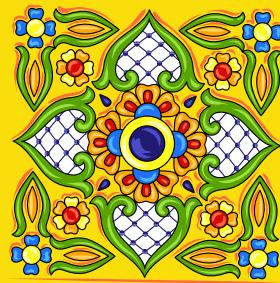
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PRESIDENT'S MESSAGE

FRANCIE SKAGGS, CCLS



Dear Members:

Fall is fast approaching upon us, and I must say, this has been a very busy summer for me. In addition to preparing for trial at the law firm where I work, I attended the August LPI conference in Orange County and it was very inspiring. Be sure to read the Governor's Report for more information on the Conference.

On July 20, SFLPA had its first Hybrid Membership Meeting with special guest LPI President, Rod Cardinale, Jr. Thank you to my employer, Coblentz Patch Duffy & Bass LLP, for allowing us to use the venue for our meeting, as well as the IT and Facilities Departments for handling the technical issues. I am so happy to work for a law firm that appreciates continuing education.

SFLPA Webinar Chair Kristen Craig-Reed sent a survey to our members and asked what the initial reason was you joined SFLPA. An overwhelming majority (93% to be exact) of you chose "Education" as a response. We got you covered!

When serving a subpoena outside of California, there are many obstacles to overcome. Thankfully, for the August Brown Bag, Michael Baretta, known as the guru on this subject at Express Network, presented on this very subject! Don't let the title, "Foreign Subpoenas," fool you. A "foreign subpoena" is *any* subpoena served outside of California, not just the USA. The process can get complicated and challenging, so the more information you have on this process the more confident you will be.

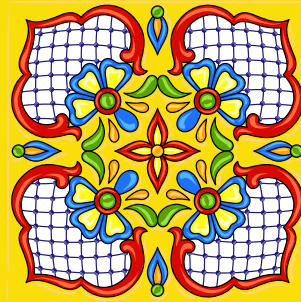
We all know how much stress can arise in the legal field, especially when working against the clock to get our projects and tasks completed. Learning how to respond to that stress is not only healthy for your body and mind, but also for your work product. On September 27, we will have personal life coach, Lara Traube, ACC, CPC, ELI-MP present "The Power of Pause" at our September Brown Bag. I encourage everyone to attend.

When fighting the clock, it may seem logical to plow through all your breaks; however, taking time to breathe might save you more time in the future and be a better solution to getting work done efficiently. Think about how much more time it takes to go back and fix a mistake made in the nervous haste rather than just taking a couple of minutes to review your work.



PRESIDENT'S MESSAGE

CONT'D.



On August 25, SFLPA hosted a fun virtual Chocolate Making event with Chef Mike at Z. Cioccolato in North Beach. We had a wonderful turnout, and all attendees were able to laugh, bond, and enjoy themselves while making delicious candy! Keep an eye on social media for everyone's postings of the delicious peanut butter cups, bear claws, chocolate-dipped Oreos and other yummy sweets they made during this fun event. I am beyond grateful for our Ways and Means Chair, May Sene, for organizing this event. Let's also give a big "Thank you!" to Chef Mike who taught us all about chocolate and the little tricks to making sure your candy turns out perfectly.

In September, we had our much-anticipated annual popcorn fundraiser. Our members created "Pop Up" stores so everyone could get some of this delicious gourmet popcorn! The popcorn is shipped directly to happy customers, and some of our members are already enjoying their delicious Double Good popcorn. SFLPA raised \$5,696 in just four days--what an incredible accomplishment! This will help support our high quality education and networking events for the legal community. Go team SFLPA, and a round of applause to our participating members!

Make sure to visit our website www.sflpa.org, as well as the LPI website at www.legalprofessionalsinc.org for information about upcoming educational opportunities. Take advantage of your SFLPA membership to strengthen your skills and increase success in your career!



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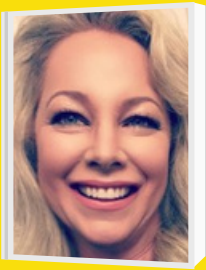
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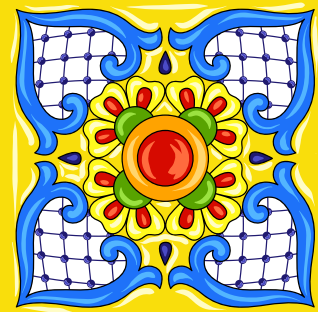


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VICE PRESIDENT'S MESSAGE

LEANNE RUESINK



Hello Legal Community:

I hope that this edition of the Hearsay finds you in good health and spirits. Recently, I attended the first quarterly LPI conference, held in Orange from August 12 to August 14. I continually find myself in awe of the caliber of Legal Professionals that I have the pleasure to meet each time I attend. It is this recognition that inspires me to reach out to law firms across San Francisco and the Bay area to introduce LPI and its services in support of you!

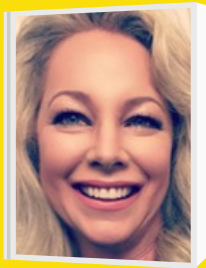
Rod Cardinale, President of LPI, and his governing board, along with all the folks supporting the local chapters, spend countless hours committed to the mission of providing on-going education, resources, and networking opportunities to the legal community. I hope that you take a moment to familiarize yourself with the educational tracks and on-going seminars offered through both LPI and its local chapters. I am certain you will find a course that is beneficial and rewarding.

As we wind down the final weeks of summer, I look forward to spending more time with my fellow members of the SFLPA, participating in more in-person events, and working towards the common goal of growing our legal community and family.

Best regards,

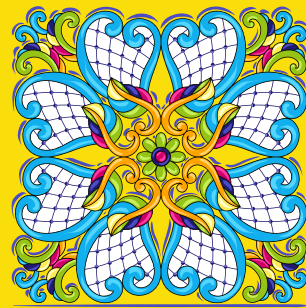
Leanne Ruesink





VICE PRESIDENT'S REPORT

LEANNE RUESINK



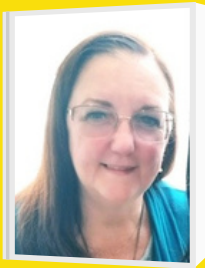
Membership Statistics

Below is our current membership composition, as of September 1, 2022:

	Membership Type		
Membership Class	Renewal	New	Total (per Membership Class)
Active	37	10	47
Associate	1	1	2
Student	0	0	0
Total (per Membership Type)	38	11	49 TOTAL annual members*



Founded in 1969 Pathways Personnel uses its strong regional network of legal and corporate professionals built from our stable and continuous presence in the bay area employment industry for over 50 years to find the highest quality candidates for our clients. All Pathways recruiters are legal and corporate industry veterans. Our experience lets us better understand the challenges that our clients and candidates face working in and running a law firm or corporate legal department.



GOVERNOR'S REPORT

CHRIS FLORES, CBA



FIRST QUARTERLY CONFERENCE BOARD OF GOVERNORS MEETING

The First Quarterly Conference of Legal Professionals Incorporated was held August 12 – 14, 2022 at the DoubleTree by Hilton in Orange, California. Orange County LPA and LPI co-hosted the conference.

Most attendees arrived on Friday, August 12, and the weekend began with the Welcome Reception, followed immediately by a Pizza and Bingo Party! Many of us took the opportunity to try our luck at Bingo and fabulous prizes were won by several.

Saturday morning began with a Continental Breakfast before the Board of Governors meeting. The Board of Governors Meeting was called to order at 9:00 a.m. by President Rod Cardinale, Jr. The Pledge of Allegiance was led by Ron Ackland. The Code of Ethics was read by Heather Nowak. The President then introduced the Past Presidents who were in attendance or participating via Zoom.

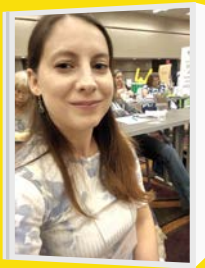
Executive Secretary Bettina Jacobsen called the roll. There were 20 Governors present, constituting a quorum. The Executive Secretary reported that no correspondence was received in the prior quarter.

The Minutes of the May 2022 Pre-Board of Governors Conference Meeting were approved as distributed. The Minutes of the May 2022 Post-Board of Governors Conference Meeting were approved as distributed. On motion made and seconded, the actions of the LPI Treasurer in paying the routine bills of LPI were ratified.

The elected officers then gave their reports. Copies of their written reports are available on LPI's website. I am happy to email a copy of the reports to anyone who requests it.

Editor-in-Chief Linda Lane, CCLS reminded the membership that the forms included in the Law Office Procedures Manual are samples only, and should not be used other than as an example of how to complete the form.





GOVERNOR'S REPORT CONT'D.

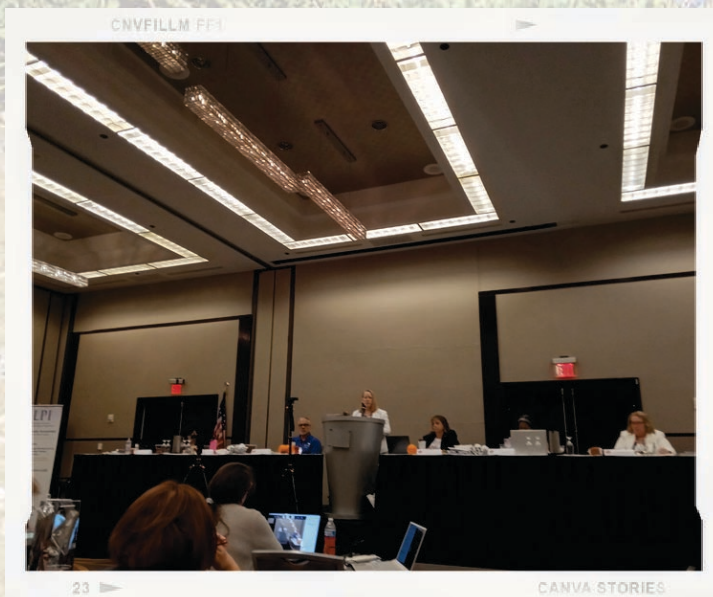


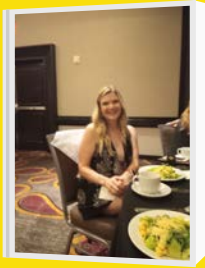
Renee Evans, CCLS, Educational Program Coordinator reminded everyone to send MCLE records regarding any educational programs presented to her. Historian Shannon Quigley reported that she is establishing a Dropbox link so that local associations can share pictures with her, and have access to the pictures that she takes. No other chairman gave a report at this conference. There was no unfinished business to come before the meeting.

President Rod announced under new business that LPI's contract with CAMS has been renewed on the same terms as the previous contract, except for an additional \$1,750 annual amount to be paid. He also announced that the 2023 Annual Conference will be held May 11 – 14 in Downtown Las Vegas. A special committee has been appointed for the planning of this conference. There being no other business to come before the corporation, the meeting was recessed until the second session to be held on Sunday, August 14, 2022.

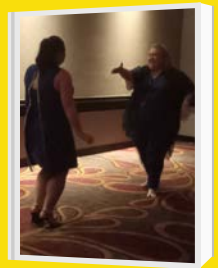
A Roundtable Lunch which was open to all members attending the conference followed the morning meeting. This gave everyone a chance to discuss items of interest together. This is part of the new conference format. The afternoon continued with opportunities for networking and continuing education. We then enjoyed a banquet dinner, and time of socializing and networking for the evening. The music was great and many of us got on the dance floor for some fun.

Sunday morning began with a Continental Breakfast in lieu of a plated brunch. The inspirational speaker for the morning was Sylvia Marsh of Orange County LPA.





GOVERNOR'S REPORT CONT'D.



The Board of Governors meeting was called to order at 9:01 a.m. by President Rod Cardinale. Roll was taken. Brenda Johnson, CCLS was seated as Governor *Pro Tem* for Sacramento County LSA. There were 19 Governors present which constituted a quorum.

The Governors were then asked to vote on the proposed Bylaw Amendments. The Governors voted to increase the LPI per capita tax from \$30 to \$40 effective May 1, 2023. Student and associate members pay one-half the annual per capita tax. This increase was made to allow LPI to provide certain continuing education opportunities at no cost to the members.

The Governors then approved the amendment to delete the appointed officer position of Legal Specialization Sections Coordinator, as well as the positions of Legal Specialization Sections. This change was made as part of the restructuring of the presentation of educational opportunities.

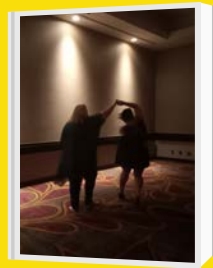
As SFLPA Governor, I sponsored the amendment proposed by Frances Skaggs, CCLS, to change the terms “Chairman” and “Chairmen” in the Bylaws to “Chair” and “Chairs”. This change is effective immediately and the LPI Parliamentarian has been authorized to make this change to the Bylaws wherever they appear. The Governors approved this change to the Bylaws.

The Governors also approved the amendment of the Bylaws to reflect the change in the term “LPI Past President” to “LSI/LPI Past President, and the LPI Parliamentarian has been authorized to make this change in the Bylaws.





GOVERNOR'S REPORT CONT'D.



The Governors were also asked to vote on proposed changes to the LPI Standing Rules. Effective immediately, the monetary awards for the bulletin contest have been increased by \$25 as follows: First Place:\$100; Second Place: \$75 and Third Place: \$50.

As SFLPA Governor I also sponsored the change suggested by Frances Skaggs, CCLS to change the terms “Chairman” and “Chairmen” to “Chair” and “Chairs”. The LPI Parliamentarian will be making these corrections to the Standing Rules.

The Governors approved an amendment to Standing Rule 11 which outlines the process for Legal Specialization Sections Membership. In lieu of Specialization Sections, the educational courses will be provided under the Education Council. There will be three tiers of education: LPI University, LPI Technology Training and LPI Continuing Education. Courses under the LPI Continuing Education category will be free for all LPI members. It is hoped that members will avail themselves of the courses offered at this level. President Rod is continuing with the tradition of awarding four scrip tickets to local associations. While SFLPA was not a winner in this contest, we can look forward to possibly receiving one for a future conference. The meeting was then adjourned by President Rod Cardinale, Jr.

It was my pleasure and privilege to represent SFLPA as Governor at this conference. If you ever have questions regarding matters concerning LPI, please don't hesitate to let me know. The next Quarterly Conference will be held November 11 – 13, 2022, at the Hilton Arden West in Sacramento. The hosting associates are Sacramento LSA and Placer County LPA. Sacramento is an easy drive from any part of the Bay Area. I hope you will consider attending the November conference. You will get the benefit of networking and educational opportunities as well.





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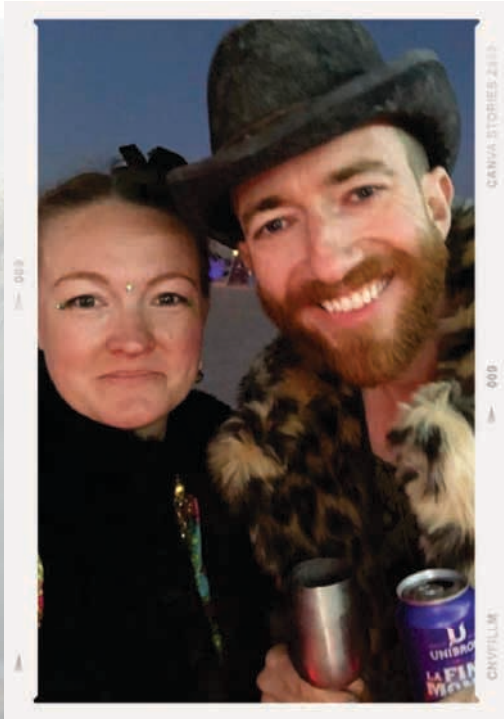
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SFLPA Out and About



Website Editor Kristen Craig-Reed and husband Michael Reed at Burning Man.



Kristen Craig-Reed does her best Marie Antoinette impression in festive attire at Burning Man.



Kristen and Michael Craig-Reed enjoyed a beautiful sunset at Burning Man.

SFLPA Out and About



Programs Chair Lillian Wong is an animal lover but will try not to feed the bears in Phoenix, Arizona.



Lillian Wong viewed beautiful Native American Art at the Heard Museum in Phoenix, Arizona.



SFLPA Member Odaya Buta-Reed, President Francie Skaggs, CCLS, Programs Chair Lillian Wong and Legal Procedures Chair Danya Gonzales cheer for the Giants at Oracle Park on a beautiful August evening.

SFLPA Out and About Cont'd.



Elena Schneider, CCLS, Rachel Malarbi, CCLS, Crystal Rivera, Brenda Bracy, CCLS, Francie Skaggs, CCLS at LPI'S Luncheon for LPI President Rod Cardinale, Jr. on September 10, 2022 in Santa Clara, CA.



Mary Breffle, Esq., Fagen Friedman & Fulfroost, LLP speaks at Contra Costa County LPA's September Membership Meeting.

SFLPA Out and About Cont'd.



President Francie Skaggs, CCLS and LPI Treasurer Rita Burnett, CCLS enjoy time together at the Luncheon for LPI President Rod Cardinale, Jr.



Vice President Leanne Ruesink enjoys socializing with members from other associations at the Luncheon for LPI President Rod Cardinale, Jr.



Employment Law Attorney and Speaker Mary Breffle, Esq., from Fagen Friedman & Fulfroft, LLP gives a presentation on workplace investigations.



Newly Installed LPI President Rod Cardinale, Jr. feeling very nostalgic as he shares his LPI Journey with attendees at the LPI President Luncheon.

SFLPA Out and About Cont'd.



SFLPA members enjoyed making their own chocolates at a virtual Chocolate Making Class by Chef Mike of Z.Ciocolato.



Our Chocolate Making Class was held virtually by Zoom with lots of enthusiastic home chefs and their families.

SFLPA Out and About Cont'd.



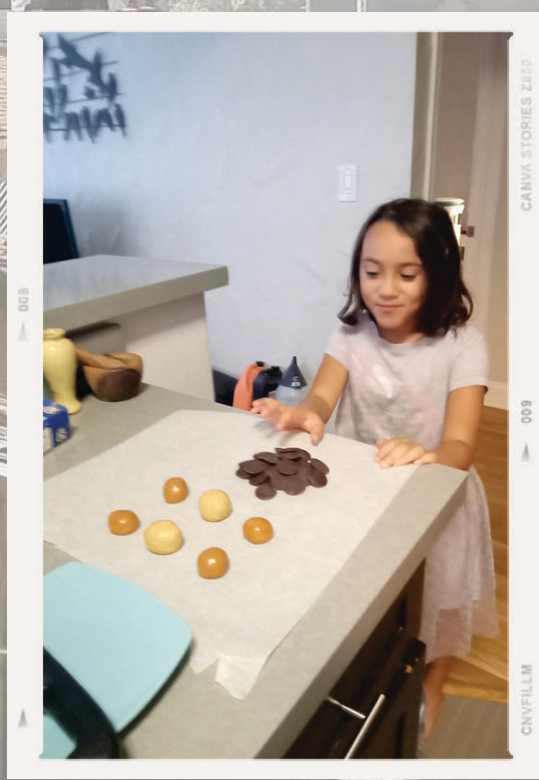
SFLPA Member Erika Hattenhauer shows us her delicious chocolate plate!



Erika Hattenhauer's scrumptious handmade chocolates.



SFLPA Member Claudia Deza and her daughter Vida's chocolates.



Hearsay Advisor Kate Cochran's daughter Isabella gets ready to chop chocolate.



MEMBERSHIP

Established in 1934, Legal Professionals Inc., also known as “LPI,” is a nonprofit, mutual benefit corporation organized for the purposes of providing educational, professional, and personal development programs to its members.

Membership is open to anyone within the legal profession. In addition to legal support professionals, the membership includes court clerks, court reporters, paralegals, legal assistants, legal administrators, banking/trust department personnel, legal support vendors, and attorneys.

Local associations, located throughout the state, offer monthly educational and professional programs. Many sponsor lunchtime learning, evening, and weekend long-term educational workshops.

Advantages of LPI Membership:

- Continuing education and professional development
- Local association educational meetings
- Networking with other legal professionals
- *The Legal Secretary* magazine (published quarterly)
- Benefits available to members on an individual basis:
 - Discounts on LPI’s Rutter Group publications
 - Financial consulting
 - Disability income plan
 - Long-term care plan
 - Medical plan
 - Credit union memberships
 - Rental car discounts

LPI Conferences:

Conferences are held May, August, November, and February at various locations throughout California. Continuing educational seminars and workshops are offered at each conference, conducted by respected attorneys, judges, and educators. Updated materials are provided for each workshop.

Membership-At-Large:

There are over thirty associations within the State of California. Legal professionals may join LPI as a Member-at-Large if a local association is not within a reasonable distance. Members-at-Large are eligible for all of the benefits of membership, but joining LPI through a local association provides instant access to the benefits of the local association as well as LPI.

LPI Publications:

Legal Professional’s Handbook – This best-selling, two-volume publication sets out procedures and forms in most areas of law in a clear, concise manner.

Law Office Procedures Manual – This publication, an excellent training tool, contains completed Judicial Council forms, procedural guidelines and a glossary formulated for legal procedure.

Legal Secretary’s Reference Guide – The essential, handy desk reference guide for busy legal professionals.

The Legal Secretary – This quarterly magazine, published by LPI and distributed to all members, contains educational and professional development articles from LPI officers, chairmen, members, and guests.

LPI Programs:

California Certified Legal Secretary – Become more valuable in your office, maintain and increase your skills, gain more confidence, earn more respect, and achieve greater financial security by achieving certification through the CCLS program. Online study courses are offered.

Legal Specialization Sections – Further your legal education by joining one or all of the Legal Specialization Sections: Civil Litigation, Criminal/Family Law, Law Office Administration, Probate/Estate Planning, Federal Law, and Specialty Law. Classes are offered free to members at each LPI conference, as well as online. Members receive a statewide roster of counterparts and quarterly newsletters.

Legal Secretary Training – Online classes are offered, including Beginning Legal Secretary and Advanced Discovery. Classes are work-at-your-own-pace, and are designed for legal staff at all levels.

For more information about membership or an association near you, contact LPI’s Corporate Office: Kim Oreno, kim@legalprofessionalsinc.org; www.legalprofessionalsinc.org. Find us on Facebook, Instagram, LinkedIn & Twitter!

Take a step in the right direction. Advance your legal career, improve your professional and personal skills.
BECOME A MEMBER OF LPI TODAY.

What have we been up to?



SFLPA members share a laugh with LPI President Rod Cardinale, Jr. during the Wheel of Fortune spin.

RODNEY A. CARDINALE, JR.
LPI PRESIDENT 2022-2024

**Stronger
Together**



Recent Events

July Membership Meeting Highlights

By Website Editor Kristen Craig-Reed

At long last the members of SFLPA gathered for an in-person General Membership Meeting on Wednesday, July 20th, 2022. Our last “normal” General Membership Meeting was in January of 2020. It felt great to physically be together again! There were 15 of us seated at a large u-shaped table configuration in a conference room at the law offices of Coblenz, Patch, Duffy and Bass, and 5 remote participants on WebEx. Dinner was catered by Chipotle with sodas and waters donated by Coblenz Patch Duffy & Bass LLP. SFLPA was honored to have newly elected LPI President Rodney A. Cardinale, Jr as our speaker for this momentous occasion.

Rod was excited to share his ‘Stronger Together’ mission for LPI. He plans to harness online multi-week courses, webinars, and other legal technology/continuing education training as a means of expanding the overall membership and funneling new members to their local associations. Many associations have seen membership drop in recent years and fewer people are attending the LPI Quarterly Conferences.



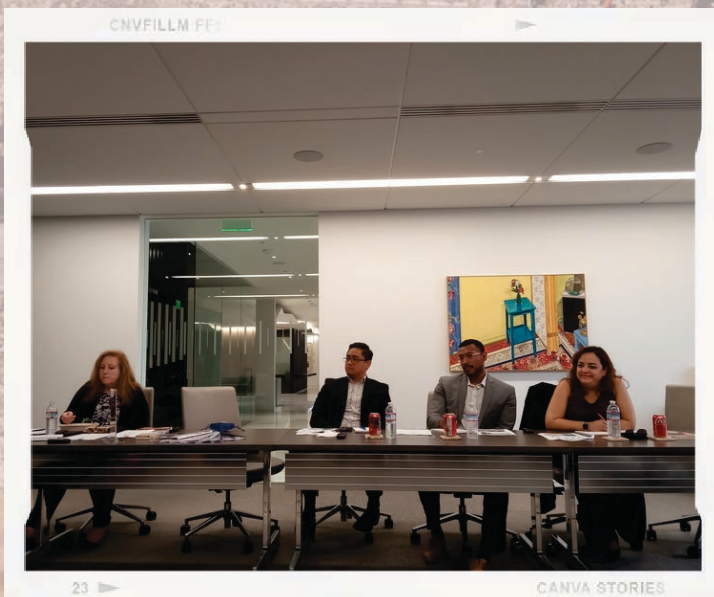
What have we been up to?

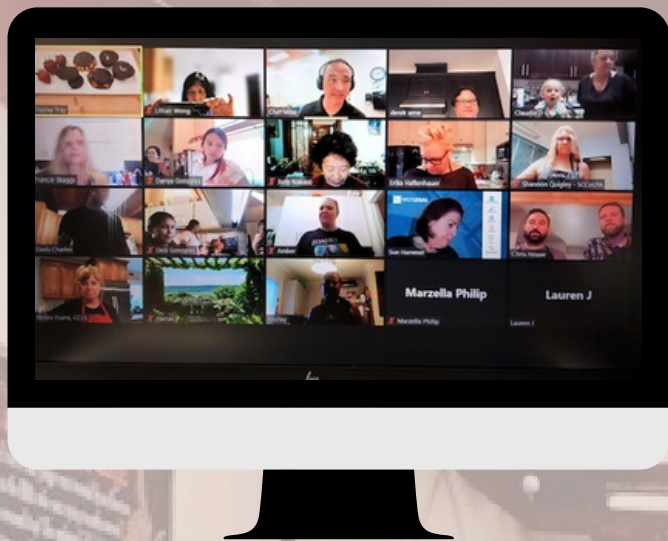
July Membership Meeting Highlights (cont'd.)

Rod plans to improve upon the structure of conferences by spending less time in business meetings and more time focusing on networking and educational opportunities. He is streamlining the entire weekend schedule to enhance community among attendees by bringing together everyone for meals and the banquet after-party. This new structure will surely encourage more members to attend upcoming conferences.

At the conclusion of his presentation, Rod announced LPI's 2023 Annual Conference will be in... drum roll... Las Vegas! It was just made official, and our group was the first to hear the news. So exciting!

We then proceeded with the business portion of our meeting. As usual we reviewed and approved the previous meeting minutes and the treasurer's report. Next, we heard the officer and committee reports. It was announced that there would be a virtual chocolate making class on August 25th and everyone is encouraged to attend. The results of our recent member survey were shared, showing that members are ready for in-person meetings. Well, this in-person meeting was certainly a success, and we look forward to you joining us next time!





What have we been up to?

SFLPA guests watch Chef Mike of Z. Cioccolato's demonstration.



Recent Events

SFLPA's First Chocolate Making Class!

By May Sene, Executive Advisor and Ways & Means Committee

Have you ever attended a chocolate making class before? If you have not, you do not know what you are missing! It is tons of fun!! SFLPA had the pleasure of holding a virtual chocolate making class event on August 25, 2022 hosted by Chef Mike of Z. Cioccolato located in the iconic North Beach area of S.F.

A week prior to our zoom class, Chef Mike sent all of us a delightful chocolate kit containing one pound of chocolate chips consisting of 60% dark chocolate, a container of their very special peanut butter mixture, another container of caramel, some almonds, and some yummy Oreo cookies. The real test of the class was not to gobble up all the Oreo cookies before class even begins!

We had lots of fun networking just prior to the class. Chef Mike was pleasantly surprised that we were such a social group! Chef Mike started the class by showing us the art of tempering our chocolate. Did you know that the ideal room temp for making chocolate is 68 degrees to 70 degrees? Once our chocolate was completely melted, we started by making two jumbo peanut butter cups. We also made two pecan turtles and two almond bear paws.



Joann Leong generously donated an extra ticket to our Chocolate Making Class though she wasn't able to attend!

What have we been up to?

SFLPA's First Chocolate Making Class! (cont'd.)

We placed the almonds around one side of the chocolate bear to mimic the nails of the bear. We also placed almonds all around the chocolate turtle to mimic his head and limbs. We also submerged our Oreo cookies into the bowl of chocolate and shook off the excess chocolate. To make the Oreo cookie look pretty, Chef Mike sprinkled some sea salt on top of it. What a great tip, Chef Mike! Finally, most of us also dipped some strawberries in the melted chocolate. Yum, yum! At the end of the class, Chef Mike encouraged us to find something from our pantry that we can dip our chocolate into! Chef Mike's final tip of the night was to suggest that we pour our remaining melted chocolate in a circular motion onto a parchment paper to form a large circle. Once the chocolate sets, we broke them up into pieces of chocolate barks. What a fabulous idea for using up all of my remaining chocolate without wasting any of it! Everyone had a fabulous fun evening of making some delicious and delectable chocolate candy. The bonus was getting to eat our homemade chocolate after the class was over!

Many thanks to Chef Mike and all the participants of this special event! A special thank you to the representatives from Express Network, First Legal, and Hanson Bridgett for being a part of our fun evening! It would be remiss of me not to mention our young participants, Izzy (7 years old), Vida (4 years old), Honey (13 years old), Henri (8 years old), and Jack (6 years old). Unfortunately, Hayloe (11 years old), was home with COVID, but her siblings brought home some treats for her. I hope they all had as much fun as the adults!



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SFLPA & LPI EVENT CALENDAR

Educational & Networking Opportunities

September

- | | |
|--|---|
| 9/6: SFLPA Board Meeting - 6 p.m. | 9/20: LALSA Adobe Acrobat Part 1 of 4 - 7 p.m. |
| 9/8: OCLPA Information Governance - 12 p.m. | 9/24: LALSA Baseball Game Night - 6:10 p.m. |
| 9/8: LPI Webinar Managing Debt - 12 p.m. | 9/22: LSS Webinar Discovery Do's & Don'ts - 12 p.m. |
| 9/10: SCCLPA Lunch for LPI Pres. Rod - 2 p.m. | 9/26: SDLSA Worker's Compensation Claim - 5:30 p.m. |
| 9/15: SLSA Webinar Estate Planning - 6:15 p.m. | 9/27: SFLPA Brown Bag Webinar - 12:30 p.m. |
| 9/20: DPLPA Member Meeting & Trivia - 6 p.m. | 9/29: LSS Webinar Sacramento Sup. Court - 12 p.m. |

October

- | | |
|--|--|
| 10/4: SFLPA Board Meeting - 6 p.m. | 10/11: LPI Beg. Legal Secretary 6-Week Course Begins |
| 10/5: CCCLPA Membership Meeting - 5:30 p.m. | 10/13: LPI Webinar Assets & Aging - 12 p.m. |
| 10/6: OCLPA Surviving App-ocalypse - 12 p.m. | 10/20: LSS Webinar Real Property - 12 p.m. |
| 10/6: LSS Webinar E-Recording - 12 p.m. | 10/23: SFLPA Afternoon Tea at Jade Chocolates |
| 10/11: LPI CA Discovery 6-Week Course Begins | 10/25: SFLPA Brown Bag Webinar - 12:30 p.m. |

November

- | | |
|--|--|
| 11/1: SFLPA Board Meeting - 6 p.m. | 11/11-11/13: LPI Second Quarterly Conference |
| 11/3: LSS Webinar Probate Referees - 12 p.m. | |

All SFLPA events are posted on our website. You will also find some of the flyers published in this issue. Please visit us at www.sflpa.org and click on the Events tab.

We also encourage you to visit LPI's website at www.legalprofessionalsinc.org to keep up with all the educational webinars, other local association events, and information on upcoming LPI Conferences.



SF LPA Hispanic Pride

Celebrate Latinx Heritage!
We are thankful for our family,
culture, and favorite foods
and memories!



*We honor and
celebrate:*

X González
Dolores Huerta
Diego Rivera
Frida Kahlo
José Andrés
Julia Alvarez



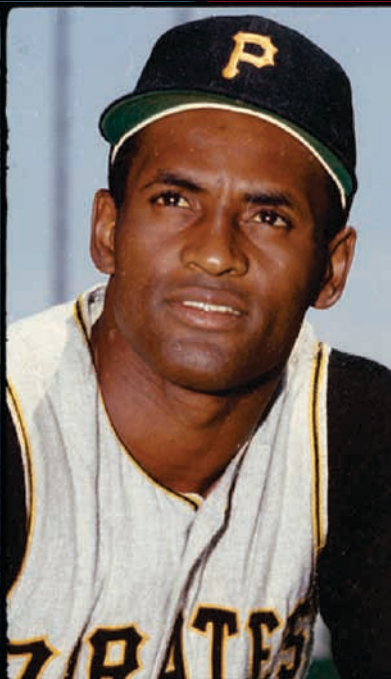


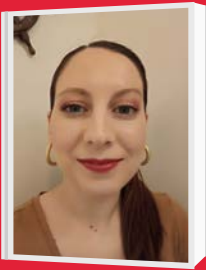
SFLPA Celebrates

Hispanic Heritage Month!



*We honor and
celebrate:*
Hon. Sonia Sotomayor
Cesar Chavez
Sylvia Rivera
Lin-Manuel Miranda
Dr. Ellen Ochoa
Roberto Clemente





CELEBRATING HISPANIC HERITAGE!

KATE COCHRAN, HEARSAY ADVISOR



This month, we celebrate Latinx pride by honoring those who speak out and stand up. Their courage, persistence, and existence has changed the world. ¡Si, se puede!

- X González – Parkland shooting survivor, gun control activist, co-founded advocacy group Never Again MSD, famous “We Call B.S.” speech and viral speech at Washington DC summit.
- Dolores Huerta – Labor leader and civil rights activist, co-founded National Farmworkers Association (now UFW) with Cesar Chavez, created the slogan “¡Si, se puede!” i.e. “Yes, we can!”
- Diego Rivera – Prominent Mexican painter, best muralist in the world, lived in SF with fellow artist, lover and sometimes-wife Frida Kahlo, controversies over art include Lenin inclusion (Rockefellers destroyed that one), “God does not exist” atheist proclamation; Rivera refused to be censored, and used his commission from the Rockefeller destroyed mural to repaint the same mural in Mexico City.
- Frida Kahlo – Mexican artist famous for self-portraits and Surrealist/magical realism style, was a medical student until serious injury; married artist Diego Rivera at 22 in SF, art explored chronic pain experiences from childhood polio-related disability and bus accident at 18; feminist and Latina icon.
- José Andrés – world-famous Spanish chef who helped bring small-plates dining concept to America, owns restaurants in DC, LA, Las Vegas, South Beach, Orlando, Chicago, and NYC, founder of World Central Kitchen (WCK), non-profit that provides meals to refugees after natural disasters, awarded 2015 National Humanities Medal at the White House in 2016.
- Julia Alvarez – famous poet, novelist, and essayist on Dominican-American immigrant experience, family forced to leave Dominican Republic due to father’s involvement in political rebellion, received National Medal of Arts from President Obama.
- Hon. Sonia Sotomayor – First woman of color and first Latina to serve on the Supreme Court; born in the Bronx to Puerto Rican parents; graduated with honors from Princeton and got law degree from Yale; edited Yale Law Journal; nominated to Supreme Court by President Obama in 2009; dissented in *Citizens United v. Federal Election Commission* and *Dobbs v. Jackson Women’s Health Organization*.



CELEBRATING HISPANIC HERITAGE!

(CONT'D.)



- Cesar Chavez – Mexican-American labor leader and civil rights activist, along with Dolores Huerta, co-founded NFWA, and worked with the Community Service Organization (CSO) to help laborers register to vote; we honor his contributions with CA state holiday Cesar Chavez Day.
- Sylvia Rivera – New York trans rights activist who marched with the Gay Liberation Front and co-founded STAR, an org dedicated to helping homeless young drag queens, gay teenagers, and trans women; famously stormed the stage in 1973 with fellow drag queen Lee Brewster to interrupt Jean O’Leary’s speech.
- Lin-Manuel Miranda – Puerto Rican and Mexican-American actor, rapper, songwriter, playwright, and filmmaker, known for the Broadway musicals Hamilton and In the Heights, and the soundtrack of Disney’s Encanto; received three Tony Awards, three Grammy Awards, two Emmy Awards, and a Pulitzer Prize, and many others.
- Dr. Ellen Ochoa – Mexican-American engineer and NASA astronaut who was the 11th director of the Johnson Space Center, and JSC’s first Hispanic director; first Hispanic woman to go to space on a 9-day mission aboard the Space Shuttle Discovery.
- Roberto Clemente – Puerto Rican professional baseball player, played 18 seasons in Major League Baseball, first Latino player in the Baseball Hall of Fame, 1966 National League MVP, NL Batting Leader for 4 years, Gold Glove Award winner for 12 straight seasons, died in plane crash on a mission to deliver aid to Nicaraguan earthquake victims, MLB named annual Commissioner’s Award in his honor.





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Mail Application, copy of LPI Membership Card (if applicable), and fees to:
Vivian L. Shreve, CCLS, c/o WSGR, 650 Page Mill Road, Palo Alto, CA 94304

- (Select one) ☐ Northern California ☐ Saturday, September 18, 2021 ☐ Saturday, March 19, 2022
☐ Southern California ☐ Saturday, September 18, 2021 ☐ Saturday, March 19, 2022

- **Deadline:** Applications must be received **60 days** prior to the examination date.
- **Late Application:** Late Fees apply when Applications are received less than **60 days** (but not less than 30 days) prior to the examination date, and accepted only if space is available.
- **Deferral:** Requests to defer to the next exam must be received at least **30 days** prior to the exam date.

EXAMINATION FEES (Select Payment Type)		Check <input type="checkbox"/> Payable to "LPI" Mail to above address	PayPal <input type="checkbox"/> Email exam application to CCLSCertifyingBoard@gmail.com . Payment link will be provided upon confirmation of eligibility to sit for exam.
LPI Members <input type="checkbox"/>	Non-LPI Members <input type="checkbox"/>		
On Time Registration Fee	\$ 25.00	On Time Registration Fee	\$ 75.00
Examination Fee*	100.00	Examination Fee*	100.00
Late Fee (if applicable)	45.00	Late Fee (if applicable)	45.00
TOTAL DUE w/o Late Fee:	\$125.00	TOTAL DUE w/o Late Fee:	\$175.00

Personal Information

Name: _____

Mailing Address: _____

Last 4 digits of SSN: _____ Email: _____

Phone (Day): _____ Phone (Evening): _____

LPI Member: ☐ Yes (enclose copy of LPI Membership Card) ☐ No

Name of Local LPI Association: _____

Employment Information

Provide your legal secretarial employment information beginning with your most recent (or current) employment in order to confirm that you have at least two years' experience. Attach a supplemental page if you have not been in your current position for two years.

Position: _____ Dates of Employment: _____

Employer: _____
(name and address)

Supervisor: _____ Supervisor's Phone: _____

Supervisor's Email: _____

Summary of Duties: _____

I certify that I have completed this application truthfully. I understand that a false statement may result in the rejection of this application or revocation of my certification. I understand and agree that the contents of the examination are confidential and not to be discussed with anyone, and that my employment record will be verified by a member of the California Certified Legal Secretary Certifying Board.

Date: _____

Applicant Signature _____

*Fees subject to change without notice.

Rev. April 2020



Legal Procedure



California Court Chatter

Danya Gonzales, Legal Procedure Chair

Central District of California - Annual Bar Membership Renewal Fee

On May 28, 2020, the Central District of California issued General Order No. 20-07, which instituted an annual renewal fee of \$25 for all members of this Court's Bar. See General Order No. 20-07, available at www.cacd.uscourts.gov/court-procedures/general-orders. Beginning in 2020, this annual renewal fee of \$25 is due on **September 1** of each year for all attorneys admitted to the Court's Bar before September 1 of the prior year.

Contra Costa Superior Court: eFiling Service Disruptions

Contra Costa Superior Court, Probate Division, is currently experiencing an eFiling service disruption processing transactions. The Contra Costa Probate team has asked that all new probate filings be submitted over the counter or in person due to their eFiling disruption until further notice.

If anyone has an existing transaction that needs immediate attention, please print the confirmation page, including the Court's transaction number, and submit in paper, over the counter. The Court will file the documents as of the original submission date.

Kern Superior Court: Filing Reminder – “Confidential” Documents

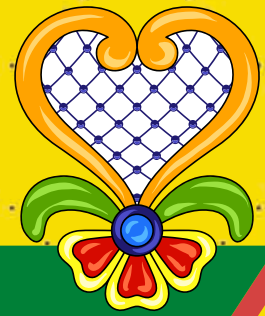
The filing party has sole responsibility for maintaining the confidentiality of documents and information transmitted to the Court for filing. Court clerks and staff do not review documents for compliance.

Filing parties may designate documents “confidential” in the Court's electronic filing system, or may exclude or redact personal data identifiers or information from documents, including exhibits, or may obtain a sealing order, if warranted. It is the filing party's responsibility to take the appropriate action. Please see Local Rule 1.10.

It has come to the Court's attention that some attorneys have come across sensitive client and medical information while reviewing files online. Such information may have been included, without redaction or a “confidential” designation, in a petition to approve a minor's compromise or an MSC statement. If you find such information, you may wish to obtain a sealing order, or you may ask the civil unit to assist you in retroactively rendering that information “confidential.”



Legal Procedure



Court Chatter (Cont'd.)

Los Angeles Superior Court: LaCourtConnect AB 1058 Courtrooms 9/1

Effective September 1, 2022, LACourtConnect (LACC), the Court's free remote appearance technology, will be available for remote courtroom appearances for AB 1058 (Child Support) hearings, making video appearances available for all family law case types.

The Court is offering Attorney Sandbox Sessions from 12 – 1 p.m. on Tuesday, August 30, and Wednesday, August 31, for attorneys to learn more about LACC and test the features. Join the Sandbox Session on the scheduled dates at:

<https://lacourt.webex.com/webappng/sites/lacourt/dashboard/pmr/smctraining20>

Please watch the LACC Recorded Tour prior to attending a session to maximize your hands-on practice time at: <https://my.lacourt.org/attorney/#/guides/LaccRecordedTour>.

LACC features include a "Virtual Gallery" where litigants and attorneys can:

- Review their upcoming remote hearing information for that day;
- Test their audio and video equipment;
- View court announcements;
- Chat with others in the Virtual Gallery via text, audio and video; and
- Monitor the courtroom while waiting for upcoming hearing

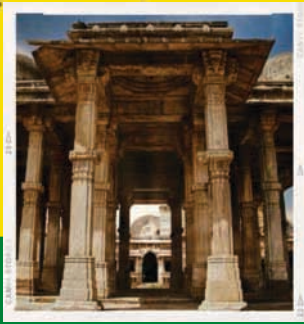
LACC provides the following benefits:

- Promotes convenience and choice with audio and video options;
- Eliminates driving, parking, and childcare costs; and
- Saves commute time to courthouses.

For more information, go to: <https://my.lacourt.org/laccwelcome>.

Santa Clara Superior Court: Remote Hearing Update

Effective August 15, 2022, the Santa Clara Superior Court will be using TEAMS for all remote hearings (including law and motion, case management and other conferences, and trials/evidentiary hearings), unless otherwise ordered by the Court. The Court will NOT be using CourtCall.



Legal Procedure



Court Chatter Cont'd.

Santa Clara Superior Court: Remote Hearing Update (cont'd.)

The appropriate TEAMS link to use for a particular department can be found at: https://www.sccscourt.org/general_info/ra_teams/video_hearings_teams.shtml. The only exception to the use of TEAMS is for Department 20 at the following link: <https://scu.zoom.us/j/96144427712?pwd=cW1JYmg5dTdsc3NKNFBpSjlEam5xUT09>.

- Meeting ID: 961 4442 7712
- Password: 017350
- Join by phone: +1 (669) 9006833
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San Francisco Legal Professionals Association

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THE POWER OF PAUSE

HOW TO TURN A REACTION
TO A RESPONSE!

September 27, 2022

12:30 to 1:30 pm



Presented by:

Lara Traube, ACC, CPC, ELI-MP

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About the Presenter



Lara Traube is a Personal Leadership Coach who supports people in gaining clarity and passion in their life and work by lessening stress and reconnecting their thoughts, feelings and actions to their values systems.

She is accredited through the International Coaching Federation as an Associate Certified Coach (ACC) and also holds a Certified Professional Coach (CPC) and Energy Leadership Master Practitioner (ELI-MP) certification through the Institute of Professional Excellence in Coaching. She earned a BA in Broadcast and Communication Arts with a minor in Holistic Health from San Francisco State University (2001).

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LEGAL
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E-RECORDING DO'S & DON'TS



Presented by: Michael Kearn
Direct Legal Support

October 6, 2022
12:00 pm to 1:00 pm

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- **Members of ALL Six (6) Legal Specialization Sections (LSS) - FREE!**
- **LPI Member/Local Association Member - \$25**
- **Non-LPI Member or Attorney - \$45**
- **The price increases \$5 after 09-22-22**
- **Registration closes 09-29-22**

Online registration and payment available at:
<https://www.legalprofessionalsinc.org/events/> or scan the QR code.



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1.0 HOUR BY THE STATE BAR OF CALIFORNIA.**



LEGAL
SPECIALIZATION
SECTIONS

Implicit Bias in the Workplace

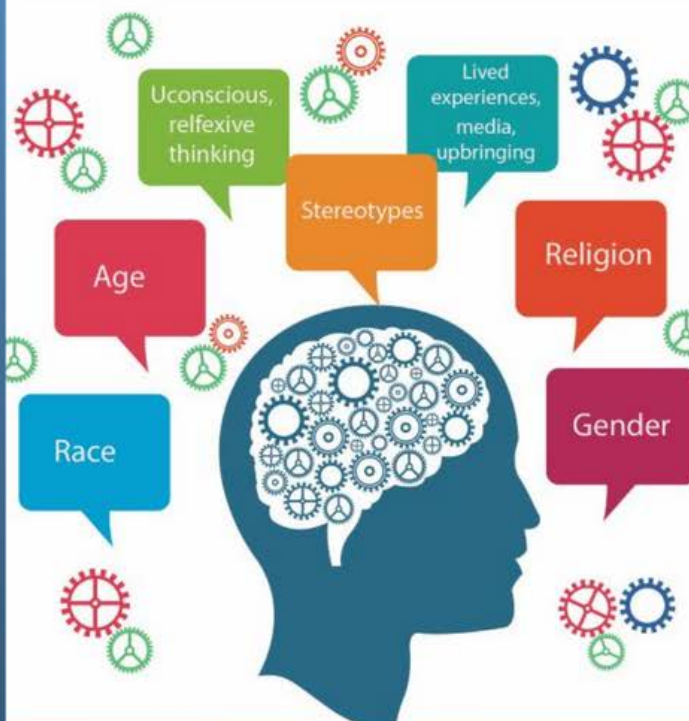
January 12, 2023
12:00 pm to 1:00 pm

Camille Hamilton Pating, Esq.
Employment Law Attorney, Meyers Nave

The State Bar of California has now implemented Bus. & Prof. Code section 6070.5, which requires one hour of implicit bias and strategies to reduce it. Though unintentional, this bias can still be influential in the workplace. Learn how to recognize and reduce implicit bias, improving the morale and assurance for all employees in the workplace.

Online registration and payment available at:
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or scan the QR code.

- Members of ALL Six (6) Legal Specialization Sections (LSS) - FREE!
- LPI Member/Local Association Member - \$25
- Non-LPI Member or Attorney - \$45
- The price increases \$5 after 12-29-22
- Registration closes 01-05-23



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1.0 HOUR, OF WHICH INCLUDES 1.0 HOURS IN ELIMINATION OF BIAS, BY
THE STATE BAR OF CALIFORNIA.**





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\$175 non-LPI members

The content of this course is designed for legal secretaries and those studying for the California Certified Legal Secretary examination or those with a basic legal background.

Each individual must register separately. Upon completion of the course, students will receive a certificate from LPI.

Classes will take place online utilizing video lectures, discussion boards, email, live Q&A sessions and quizzes. Login information will be provided the day before the class is scheduled to begin.

SOME OF THE TOPICS THAT WILL BE COVERED:

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- Demand for Production of Documents
- Requests for Admissions
- Depositions
- Demand for Physical Examinations
- Deposition Subpoenas
- Discovery Timelines and Service
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*What Would be
Better than Enjoying
a Cup of Tea
on a Sunday in
San Francisco?*

MENU



❖Staples of the Land❖ Strawberry Green Tea

Salmon Blini, garlic dill crème, tobiko
Cucumber Tea Sandwich
* Salad, maple vinaigrette, maple croutons
Curry Pumpkin* Bisque, roasted pine nuts
Buttermilk Scone, cranberry jam, whipped maple butter

❖Palate Refresher❖ Cranberry Lime Shooter

❖Sweets of the Land❖ Sage scented Assam Black Tea

Acorn Nib Shortbread
Chocolate Pumpkin Bread
Suspended Berry Glacé
Warm Maize* Pudding, vanilla ice cream, pine nut brittle



*Having it with Good
Company and
Opportunities to Win
Prizes!*



ASSETS & AGING



October 13, 2022

12 pm to 1 pm

Presented by Bob Scrivano

Bob Scrivano is the host of the weekly radio program
Assets & Aging: Affording the Future on
KFBK 1530AM / 93.1FM and has authored many articles on this subject.



THIS WEBINAR IS FREE TO ALL LEGAL PROFESSIONALS!

Online registration available at:
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(Registration Closes 10-06-22)



Legal Professionals, Inc., is an approved provider, and certifies that this seminar has been approved for one minimum continuing education credit in the amount of 1.0 hour by the State Bar of California.





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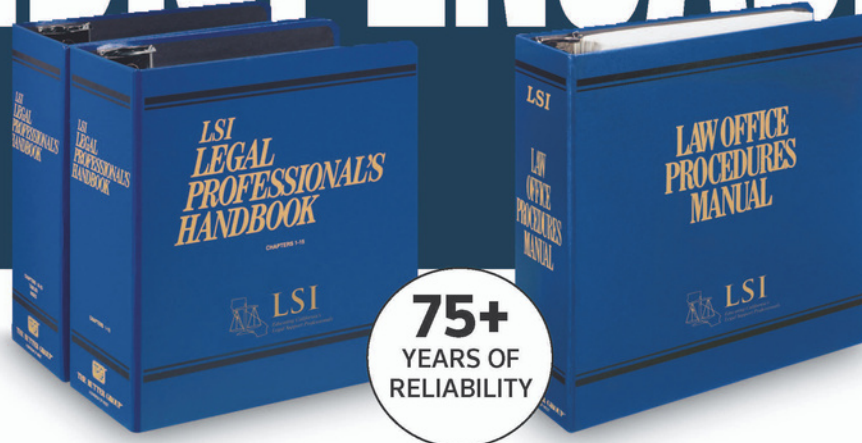
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LPI Members-Only Price.....\$191.10
Nonmembers Price.....\$273

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Trans History Spotlight: Andrea Jenkins



Kate Cochran, Hearsay Advisor



There are so many reasons for our LGBTQ+ community to celebrate in 2022!

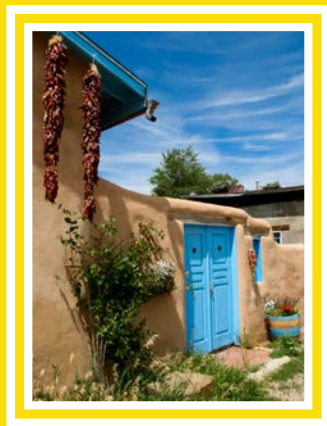
We have made incredible progress in the past few decades, and in many places in America, we have freedom none of us thought possible in our younger days. Despite recent pushes to walk back the clock and take away hard-won rights, our community is stronger than ever, and we are finding and using our voices in every corner. Our transgender family, colleagues, and friends have been at the forefront of the battle for equality, and as the most visible members of our community, they have fought the good fight to make our voices heard. Today, we honor them and share their stories.

Andrea Jenkins

Andrea Jenkins, who won the City Council election in Minneapolis' Eighth Ward on November 7, 2017, is the first openly trans Black woman elected to serve in American public office. Andrea is one of the many women who chose to run for public office after the 2016 election caused a reckoning and forced us to face the institutional bigotry and racism that infects not just American politics, but our society at large. She won in a landslide—securing 73% of the vote—due to her name recognition and long experience in local politics, including as an aide for multiple City Council members, and for years before that for the Hennepin County government as a vocational counselor. She was endorsed by the Minneapolis Star Tribune and Rep. Keith Ellison, and her campaign slogan of “Leadership. Access. Equity.” and focus on raising the minimum wage, building more affordable housing, and addressing police reform were exactly what Minneapolis, and perhaps America, needs right now. “As an African American trans-identified woman, I know firsthand the feeling of being marginalized, left out, thrown under the bus. Those days are over. We don’t just want a seat at the table, we want to set the table.”

Andrea’s victory speech exudes such power and confidence—but she wasn’t always so confident. Born to a single mother in West Chicago in 1961, she grew up in a rough blue-collar, inner-city neighborhood. Young Andrea was in the Cub Scouts and a football player, and seemed to be a typical child. She realized

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Trans History Spotlight (cont'd.)



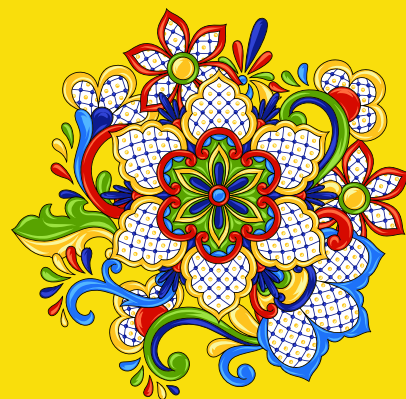
she was different around six years old, when she observed two drag queens on a city bus, and witnessed others staring and making fun of them. Andrea identified with the queens, and sadly believed that she couldn't let anyone know how she felt or who she really was. She kept her secret close for years, and moved to Minnesota in 1979. As a popular guy in college, her peers chose her to be fraternity president at the University of Minnesota—but when one of them caught her in a relationship with a man, she was ostracized and kicked out of the fraternity house. Over the next ten years, Andrea identified as gay, married, had a beautiful daughter, Nia, and then divorced. She wasn't quite ready to share her trans identity with the rest of the world.

After working for the government for some time and finding support at the University of Minnesota, Andrea was ready to live as herself, despite experiencing bigotry and discrimination from colleagues that refused to use her name and would only refer to her as “Co-Worker.” Andrea finally made it official with the State of Minnesota, legally correcting her name and gender with support from many current and former colleagues, including State Senator Jeff Hayden. She came to recognize that the best way to combat bigotry and change hearts and minds was by showing up as her true self. “I can do that through my daily existence,” she shared. “Being visible. Being included in conversations that aren't necessarily LGBT-specific, but having a voice and representing a community that has been marginalized for a long time.” Andrea was recruited to join Robert Lilligren's team when he ran for City Council in 2001, and when he was elected, he made her his top staffer. Four years later, Andrea was asked to serve as an aide for Councilmember Elizabeth Glidden, and during her eight years on Glidden's staff, built upon her large network and became even more well-known in the community. She was appointed a Bush Fellow in 2011, received several prominent fellowships and grants, and headed the Transgender Oral History Project at UMinn's library, recording hundreds of hours of interviews in the Midwestern U.S. Andrea worked with Hayden Mora to establish the Trans United Fund, a political action committee dedicated to helping transgender and gender nonconforming people win elections which provided critical support to the

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Trans History Spotlight (cont'd.)



successful campaigns of Phillipe Cunningham in Minnesota and Danica Roem in Virginia.

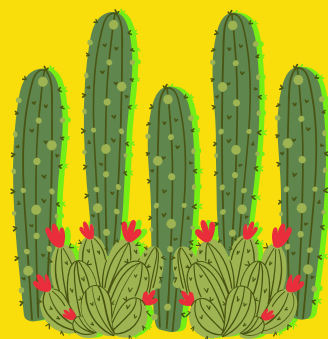
Andrea helped create the Trans Equity Summit and a Transgender Issues Work Group, ensuing in a policy for city businesses to create single-stall, gender neutral bathrooms and specialized training for law enforcement officers. Officer training and response came into the spotlight several years later when George Floyd was murdered by a Minneapolis officer on the street in the ward Andrea represents. Along with her community, Andrea first supported eliminating or greatly reducing the Minneapolis police department's emergency call response, but later decided a better approach was to back law enforcement in doing their job to protect and serve the community, while increasing efforts to secure funding and resources to help those most affected by institutional racism. She came head-to-head with activists who surrounded her car for hours until she agreed to sign a list of demands. Recognizing the pain and frustration of her community, Andrea worked even harder to make their voices heard and turn the conversation into real change, writing and passing legislation to address racial profiling and police brutality, and voting for the Minneapolis 2040 Plan to change citywide zoning to allow multi-family housing in areas previously restricted to single-family homes, which will make a concrete impact to mitigate the long-term effects of redlining on Black communities.

Andrea won re-election with 85 percent of the vote on November 2, 2021. Now serving as Minneapolis City Council President, she continues her work to amplify the voice of the LGBTQ+ and BIPOC communities and bring lasting change by demanding more than just a seat at the table. Andrea is a trailblazer who is leading the way for other successful transgender lawmakers, and heralds a kinder and more inclusive movement in American politics. She made the cover of Time magazine in January 2018, and someday her brilliant smile will grace our children's history books. Andrea told Time: "I view my role in history really just as a relay runner in the long race towards human progress and racial justice in this country. It's a journey, and we all have a role

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Trans History Spotlight (cont'd.)



to play.” In these dark times, remember her call: “We have to remain hopeful. My ancestors were enslaved in this country, and they hoped and prayed that someday, somebody like me would be able to have a role in shaping how we live. Now that dream has come to fruition. And even though we have a long way to go, we have to hope that we’ll reach our goals.” Join Andrea in the fight for justice and donate to the Trans United Fund: www.transunitedfund.org/.

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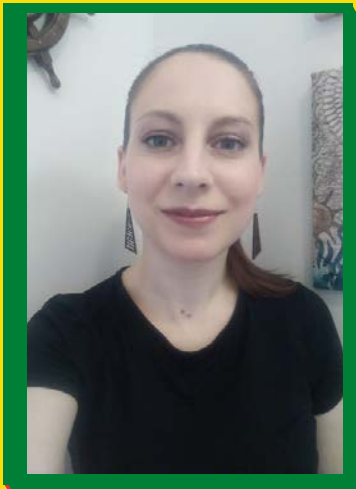
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Editor's Message

Kate Cochran
Hearsay Advisor



Some exciting changes are happening at SFLPA! The *Hearsay* you know and love will now be produced and distributed by the Hearsay Committee. I will serve on the Committee as Hearsay Advisor, along with Legal Procedures Chair Danya Gonzales, President Francie Skaggs, CCLS, Governor Chris Flores, CBA, and Vice President Leanne Ruesink. The Hearsay will now be produced on a quarterly basis. This will help ensure that each issue has sufficient LPI-related content, such as conference reports and upcoming seminars and classes, and relevant Legal Procedures content, so we can keep up with important court and legislative changes. Our ultimate goal is to continue to serve the Bay Area legal community and maintain our status as an award-winning publication—*Hearsay* won first place and second place, respectively, in the 2021 and 2022 LPI Bulletin Contests!

As part of our Goals for Growth this year, we have two opportunities to serve: *Hearsay* Editor and *Hearsay* Proofreader. The Editor creates a brand-new *Hearsay* from a customized template in a graphics design program, and then adds pretty graphics and SFLPA/LPI content, inserts flyers, and adds fun articles from our members. Do you love to let your creativity shine, and find yourself coloring in the logos on your desk notepads? Do you need to learn more about graphic design to keep up with this fast-paced digital world? Editor is a wonderful opportunity for you! The Proofreader gathers articles submitted by members and the Board, reviews for grammar, spelling, and syntax, performs fact-checks as needed, and works with the Editor and authors to make sure articles are in top shape for publication. Can't read *SFGate* or the *Examiner* without cringing in horror at unnecessary capitals and mixed tenses? Do you find yourself returning letters to the name partner at your firm in tracked changes, because there's just too much to fix and they can't go out looking less than perfect? Proofreader is a fantastic opportunity for you! Moreover, *Hearsay* issues are an excellent addition to your professional portfolio, the Editor or Proofreader title looks good on your résumé, and during your service SFLPA provides free training and access to professional graphic design and contact management and distribution programs.

Please contact the Hearsay Committee (editor@sflpa.org) to learn more. Thank you for supporting SFLPA's commitment to education and excellence in the legal field!

San Francisco Legal Professionals Association

Diversity, Equity + Inclusion Statement

Members of the San Francisco Legal Professionals Association shall respect everyone, and shall not discriminate against anyone on the basis of that person's actual or perceived race, ethnicity, age, gender, religion, sexual orientation, gender identity, gender expression, disability, body size, educational background, nationality, immigration status, economic status and/or other diverse backgrounds.

Members shall contribute to a safe, professional, and collegial environment in SFLPA and LPI. This includes all SFLPA and LPI events, and all situations in which a member interacts or communicates with another member, regardless of whether the interaction occurs at or outside SFLPA or LPI events.

Members understand that people may belong to different communities and backgrounds of which the member is not aware. Members will be mindful of their potential biases, and respectful as they interact with others.

Members understand that disclosure of a person's diverse background can lead to unintended negative consequences. Therefore, members shall exercise utmost discretion in respecting others' privacy when diversity-related information is disclosed to or obtained by a member.

Members are encouraged to examine and take advantage of the privileges they have to support others within our association, their own communities, and beyond.





LPI Code of Ethics

Members of LPI adhere to the LPI Code of Ethics which is dedicated to an LPI Past President, Joan M. Moore, PLS, CCLS, and reads as follows:

It shall be the duty of each member of Legal Professionals, Incorporated, to observe all laws, rules, and regulations now or hereafter in effect relating to confidentiality and privileged communication, acting with loyalty, integrity, competence and diplomacy, in accordance with the highest standards of professional conduct.